

APPENDIX 'A'

Review of 2021 Session Minutes and Church Registers

Church	Exceptions
Adah, Palmer Community	No exceptions
Apollo, Poke Run	4 exceptions
Avonmore, First	9 exceptions
Belle Vernon, First	4 exceptions
Belle Vernon, Harmony	No exceptions
Belle Vernon, Marion	2 exceptions
Belle Vernon, Rehoboth	No exceptions
Bolivar, United	6 exceptions
Brownsville, Calvin	
Brownsville, Ft. Burd	4 exceptions
Brownsville, Hopewell	
Colver	
Cresson	No exceptions
Dawson, Tyrone	
Delmont	5 exceptions
Derry	5 exceptions
Dunbar, First	
Dunbar, Laurel Hill	7 exceptions
Ebensburg	7 exceptions
Fairchance, First	
Farmington, Mt. Washington	6 exceptions
Fayette City, First	4 exceptions
Fayette City, Little Redstone	2 exceptions ~ REGISTER – 1 exception
Greensburg, First	6 exceptions
Greensburg, Maplewood	No exceptions ~ REGISTER - 2 exceptions
Greensburg, Westminster	5 exceptions
Irwin, First	4 exceptions
Irwin, West Hempfield	6 exceptions ~ REGISTER – 1 exception
Jeannette, First	1 exception
Johnstown, Bethany	2 exceptions
Johnstown, First	No exceptions
Johnstown, Second	7 exceptions
Johnstown, Westmont	3 exceptions
Lake Lynn, Springhill Furnace	No exceptions
Latrobe	No exceptions
Latrobe, United	6 exceptions
Leisenring	
Ligonier, Pleasant Grove	
Lower Burrell, Grace Community	9 exceptions ~ REGISTER – 1 exception
Lower Burrell, Puckety	4 exceptions
Masontown, First	
McClellandtown	
Merrittstown, Dunlap's Creek	
Mt. Pleasant, Reunion	7 exceptions
Murrysville, First	5 exceptions
Murrysville, Newlonsburg	2 exceptions
Murrysville, Union	5 exceptions

New Alexandria, Community	3 exceptions
New Alexandria, Congruity	No exceptions
New Florence, Bethel	No exceptions
New Florence, Trinity	4 exceptions
New Kensington, United	No exceptions
New Salem	2 exceptions
North Huntingdon, New Hope	5 exceptions
Patton	3 exceptions
Revloc	3 exceptions
Scottdale, Calvin	
Smithfield, Grace Chapel	3 exceptions
Smock, Pleasant View	3 exceptions
Trafford, Level Green	6 exceptions
Uniontown, Tent	9 exceptions
Uniontown, Third	6 exceptions
Uniontown, Trinity	3 exceptions
Vanderbilt, East Liberty	8 exceptions
West Newton, Sewickley	
West Newton, Sewickley United	
West Newton, United	6 exceptions

Presbytery of Redstone
Income and Expense Statement
GENERAL FUND 01, October 2022

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
RFR Minister's Assistance	0.00	0.00	0.00	0.00%	-2,000.00
RFR Synod Mission	-300.00	-2,700.00	0.00	0.00%	-2,700.00
RFR I.P.L.F.	-1,316.25	-9,689.81	0.00	0.00%	-8,063.54
RFR I.P.L.F. 2	-200.00	-407.00	0.00	0.00%	-786.73
RFR Presby Offering Other	0.00	0.00	0.00	0.00%	-936.00
Subtotal Temp Restricted Release	-4,481.01	-78,257.43	0.00	0.00%	-50,798.65
Subtotal Release From Restrictions	-4,481.01	-78,257.43	0.00	0.00%	-50,798.65
RELEASED FROM RESTRICTION					
Released from restriction	4,481.01	78,257.43	0.00	0.00%	50,798.65
TOTAL INCOME	37,330.24	376,147.18	427,000.00	88.09%	320,053.58
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Restricted	0.00	7,622.50	0.00	0.00%	14,000.00
Subtotal Sudan	0.00	7,622.50	16,000.00	47.64%	14,000.00
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	27,500.00	0.00	0.00%	27,500.00
PSC - Restricted	30.00	621.00	0.00	0.00%	0.00
Subtotal Pine Springs Camp	2,780.00	28,121.00	38,000.00	74.00%	27,500.00
SYNOD MISSION	0.00	0.00	1,000.00	0.00%	0.00
Synod - Restricted	300.00	2,700.00	0.00	0.00%	2,700.00
Subtotal Synod Mission	300.00	2,700.00	1,000.00	270.00%	2,700.00
PRES MISSION AGENCY	0.00	0.00	31,000.00	0.00%	0.00
PMA - Shared	1,400.00	14,000.00	0.00	0.00%	15,200.00
PMA - Restricted	975.00	9,650.00	0.00	0.00%	7,727.00
Subtotal Pres Mission Agency	2,375.00	23,650.00	31,000.00	76.29%	22,927.00
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	1,316.00	45,980.48	0.00	0.00%	7,308.71
Subtotal Pres Disaster Assistance	1,316.00	45,980.48	3,000.00	1,532.68%	7,308.71
Subtotal Mission Partnerships	6,771.00	108,073.98	89,000.00	121.43%	74,435.71
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	195.71	1,000.00	19.57%	1,304.68
Presbytery Mtg Expense	119.50	378.98	800.00	47.37%	218.07
TRIENNium					
Triennium - Shared	0.00	0.00	2,800.00	0.00%	0.00
Presbytery Stoles	0.00	300.00	0.00	0.00%	0.00
Council - Misc. Expenses	0.00	0.00	0.00	0.00%	24.56
EQUIPPING LEADERSHIP	0.00	0.00	4,500.00	0.00%	0.00
Equip Leadership - Shared	0.00	1,500.00	0.00	0.00%	1,550.87
Subtotal Equipping Leadership	0.00	1,500.00	4,500.00	33.33%	1,550.87

Presbytery of Redstone
Income and Expense Statement
GENERAL FUND 01, October 2022

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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
ENGAGING CONGREGATIONS	0.00	0.00	4,500.00	0.00%	0.00
ENABLING MINISTRY NETWORK	0.00	0.00	4,500.00	0.00%	0.00
En Min Network - Shared	0.00	52.99	0.00	0.00%	0.00
En Min Net - Restricted	0.00	0.00	0.00	0.00%	2,000.00
Subtotal Enabling Ministry Network	0.00	52.99	4,500.00	1.18%	2,000.00
Worship Expenses	0.00	76.00	0.00	0.00%	72.00
Christian Associates	0.00	1,125.00	1,500.00	75.00%	1,125.00
Website	0.00	0.00	180.00	0.00%	0.00
COMMUNICATION EXPENSES			300.00		
CE - Shared	47.70	5,969.49	0.00	0.00%	656.97
Subtotal Communication Expenses	47.70	5,969.49	300.00	1,989.83%	656.97
Subtotal Council	167.20	9,598.17	20,080.00	47.80%	6,952.15
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	500.00	0.00%	2,000.81
COM - SCLD	0.00	0.00	0.00	0.00%	370.38
Subtotal Committee On Ministry	0.00	0.00	500.00	0.00%	2,371.19
COMMITTEE ON PREPARATION					
Committee Expense	0.00	1,342.00	2,000.00	67.10%	0.00
SCHOLARSHIPS					
Scholarships - Restricted	0.00	-3,000.00	0.00	0.00%	3,000.00
Ministry Student Aid	0.00	3,000.00	0.00	0.00%	0.00
Subtotal Committee On Preparation	0.00	1,342.00	2,000.00	67.10%	3,000.00
Subtotal Committee Expenses	167.20	10,940.17	22,580.00	48.45%	12,323.34
OPERATIONS					
LEGAL AND AUDITING					
Audit	0.00	4,800.00	6,500.00	73.85%	6,600.00
PCUSA Meetings	0.00	1,709.88	3,500.00	48.85%	590.00
Property/Comp. Insurance	0.00	2,766.00	6,500.00	42.55%	6,834.00
Worker's Compensation	0.00	760.00	821.00	92.57%	605.00
Telephone	268.08	2,680.62	3,600.00	74.46%	2,608.44
Postage	9.25	540.50	1,000.00	54.05%	827.20
Office Supplies	538.72	4,159.40	6,000.00	69.32%	2,926.30
RESOURCE CENTER			500.00		
RC - Shared	0.00	80.00	0.00	0.00%	125.18
RC - Restricted	0.00	20.00	0.00	0.00%	0.00
Subtotal Resource Center	0.00	100.00	500.00	20.00%	125.18
LEASES			2,500.00		
Copier Lease	177.77	1,785.61	0.00	0.00%	1,733.03
Subtotal Leases	177.77	1,785.61	2,500.00	71.42%	1,733.03
Miscellaneous Expenses	0.00	59.95	0.00	0.00%	109.00
SERVICE FEES					
Bank Fees	0.00	114.60	0.00	0.00%	256.19
Misc. Service Fees	0.00	55.00	0.00	0.00%	62.50

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, October 2022

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Service Fees	0.00	169.60	0.00	0.00%	318.69
UTILITIES					
Gas	18.58	1,457.92	2,250.00	64.80%	2,265.73
Electric	97.16	1,133.70	1,500.00	75.58%	1,237.26
Water	0.00	316.92	350.00	90.55%	496.92
Sewage	0.00	238.68	350.00	68.19%	588.68
Trash Collection	34.86	289.62	800.00	36.20%	226.58
Subtotal Utilities	150.60	3,436.84	5,250.00	65.46%	4,815.17
MAINTENANCE					
Custodial Services	0.00	0.00	1,500.00	0.00%	765.62
Yard Maintenance	0.00	520.00	1,000.00	52.00%	800.00
Parking Lot Maintenance	225.00	225.00	1,000.00	22.50%	812.50
Building Maintenance	0.00	1,874.18	1,000.00	187.42%	2,987.00
Subtotal Maintenance	225.00	2,619.18	4,500.00	58.20%	5,365.12
Subtotal Operations	1,369.42	25,587.58	40,671.00	62.91%	33,457.13
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,865.84	58,658.40	70,390.00	83.33%	58,658.40
EP - Board of Pensions	1,593.60	15,936.00	19,500.00	81.72%	14,267.00
EP - Continuing Education	0.00	253.63	1,500.00	16.91%	1,000.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	710.62	2,290.53	0.00	0.00%	1,718.64
EP Travel - Restricted	343.76	1,586.64	0.00	0.00%	1,848.00
Subtotal Ep - Travel	1,054.38	3,877.17	4,750.00	81.62%	3,566.64
EP - Prof. Expense Shared	285.75	1,161.68	1,825.00	63.65%	889.18
EP-Prof. Exp. Restricted	0.00	0.00	0.00	0.00%	58.29
EP - Deferred Comp / 403B	990.20	9,896.54	11,876.92	83.33%	7,260.70
Subtotal Executive Presbyter	9,789.77	89,783.42	109,841.92	81.74%	85,700.21
STATED CLERK					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00
Subtotal Executive Staff	9,789.77	89,783.42	111,141.92	80.78%	85,700.21
SUPPORT STAFF					
ADMINISTRATIVE ASSISTANT					
AA - Salary	2,821.80	28,218.00	33,861.70	83.33%	26,026.20
AA - Board of Pensions	956.71	9,567.10	13,663.00	70.02%	13,050.00
Subtotal Administrative Assistant	3,778.51	37,785.10	47,524.70	79.51%	39,076.20
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	975.00	1,300.00	75.00%	975.00
Associate Clerk Salary	0.00	975.00	1,300.00	75.00%	975.00
Subtotal Assistant Clerks	0.00	1,950.00	2,600.00	75.00%	1,950.00

Presbytery of Redstone
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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Support Staff	3,778.51	39,735.10	50,124.70	79.27%	41,026.20
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	664.62	6,703.57	8,000.00	83.79%	6,478.40
Subtotal Presbytery Staff	14,232.90	136,222.09	169,266.62	80.48%	133,204.81
APPORTIONMENTS					
GA Per Capita	6,654.05	66,540.50	83,000.00	80.17%	68,203.37
Synod Per Capita	1,767.75	17,677.50	22,500.00	78.57%	18,249.27
Subtotal Apportionments	8,421.80	84,218.00	105,500.00	79.83%	86,452.64
RESTRICTED EXPENSE					
Minister's Assistance	0.00	0.00	0.00	0.00%	2,000.00
I.P.L.F.	1,316.25	9,700.81	0.00	0.00%	8,063.54
I.P.L.F. 2	200.00	407.00	0.00	0.00%	786.73
Presby Offering - Other	0.00	0.00	0.00	0.00%	936.00
Subtotal Restricted Expense	1,516.25	10,107.81	0.00	0.00%	11,786.27
TOTAL EXPENSES	32,478.57	375,149.63	427,017.62	87.85%	351,659.90
TRANSFER ACCOUNTS					
TRANSFER FROM OTHER FUNDS					
Cash Transfers In					
CTI - New Covenant	\$432.80	\$2,622.27	\$0.00	0.00%	\$5,390.54
TOTAL TRANSFERS	432.80	2,622.27	0.00	0.00%	5,390.54
EXCESS INCOME/EXPENSES	\$5,284.47	\$3,619.82	-\$17.62	-20,543.81%	-\$26,215.78

Redstone Presbytery
Commitment to Larger Church
October 31, 2022

	2022 PLEDGE	TOTAL PAID	% Payup as of 10/31/2022	Unpaid Pledge Balance
Adah, Palmer	500.00	375.02	75%	124.98
Apollo, Poke Run	3,660.00	1,830.00	50%	1,830.00
Avonmore	1,000.00	1,113.00	111%	(113.00)
Belle Vernon, First	4,500.00	4,500.00	100%	-
Belle Vernon, Harmony	1,200.00	800.00	67%	400.00
Belle Vernon, Marion	2,250.00	2,250.00	100%	-
Belle Vernon, Rehoboth	6,000.00	4,500.00	75%	1,500.00
Bolivar	1,500.00	1,125.00	75%	375.00
Brownsville, Calvin		903.00		(903.00)
Brownsville, Ft. Burd		4,250.00		(4,250.00)
Brownsville, Hopewell				-
Colver		699.50		(699.50)
Cresson	1,800.00	1,400.00	78%	400.00
Dawson, Tyrone		250.00		(250.00)
Delmont				-
Derry	750.00	562.50	75%	187.50
Dunbar, First	1,275.00	1,275.00		-
Dunbar, Laurel Hill	1,062.00	1,062.00	100%	-
Ebensburg	1,000.00	823.00	82%	177.00
Fairchance	1,000.00	1,000.00		-
Farmington	1,800.00	1,800.00	100%	-
Fayette City, First				-
Fayette City, Little Redstone	2,500.00	2,500.00	100%	-
Greensburg, First	31,000.00	25,833.34	83%	5,166.66
Greensburg, Maplewood		5,000.00		(5,000.00)
Greensburg, Westminster		7,000.00		(7,000.00)
Irwin, First	25,000.00	18,749.97	75%	6,250.03
Irwin, W. Hempfield	6,000.00	4,500.00	75%	1,500.00
Jeannette	2,400.00	1,800.00	75%	600.00
Johnstown, Bethany	1,620.00	1,215.00	75%	405.00
Johnstown, First	6,000.00	5,400.00	90%	600.00
Johnstown, Second	3,900.00	3,900.00	100%	-
Johnstown, Westmont		12,000.00		(12,000.00)
Lake Lynn		1,525.00		(1,525.00)
Latrobe, Main St.	26,500.00	22,100.00	83%	4,400.00
Latrobe, Spring St.		3,000.00		(3,000.00)

Redstone Presbytery
Commitment to Larger Church
October 31, 2022

	2022	TOTAL	% Payup	Unpaid
	PLEDGE	PAID	as of	Pledge
			10/31/2022	Balance
Leisenring				-
Ligonier, Pleasant Grove	850.00		0%	850.00
Lower Burrell, Grace	8,000.00	6,666.70	83%	1,333.30
Lower Burrell, Puckety	10,000.00	10,000.00	100%	-
Masontown	500.00		0%	500.00
McClellandtown	5,000.00	5,000.00	100%	-
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion	1,000.00	1,018.00	102%	(18.00)
Murrysville, First	8,000.00	6,000.00	75%	2,000.00
Murrysville, Newlonsburg	24,166.00	20,138.30	83%	4,027.70
Murrysville, Union	4,000.00	3,247.00	81%	753.00
N. Alexandria, Community		3,750.00		(3,750.00)
N. Alexandria, Congruity	6,000.00	5,702.50	95%	297.50
New Florence, Bethel	3,000.00	2,250.00	75%	750.00
New Florence, Trinity	3,825.00	3,187.50	83%	637.50
New Kensington	5,300.00	3,974.94	75%	1,325.06
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	5,100.00	4,250.00	83%	850.00
Patton	4,300.00	3,941.74	92%	358.26
Revloc	1,500.00	1,250.00	83%	250.00
Scottdale		500.00		(500.00)
Smithfield, Grace Chapel		750.00		(750.00)
Smock, Pleasant View	10,000.00	5,000.00		5,000.00
Trafford, Level Green		6,625.00		(6,625.00)
Uniontown, Tent	344.00		0%	344.00
Uniontown, Third		591.00		(591.00)
Uniontown, Trinity		7,424.00		(7,424.00)
Vanderbilt, E. Liberty	1,000.00	765.00	77%	235.00
West Newton, Sewickley	475.00	475.00		-
W. Newton, Sewickley UP				-
West Newton, United		970.00		(970.00)
Totals	239,577.00	248,818.01		(9,241.01)

Education:

Master of Divinity, Lancaster Theological Seminary (Class of 2022)

Clinical Pastoral Education (CPE) - 3 Units (Johns Hopkins)

Clinical Pastoral Education (CPE) - 1 Unit (Lancaster General Hospital)

Continuing Education:

Personal and Spiritual Development, Lancaster Theological Seminary (May-June 2022)

RISE (Resilience in Stressful Events): Peer Responder, Johns Hopkins (May 2022)

Mental Health First Aid, Johns Hopkins (March 2022)

Congregational Depression Awareness Program, Johns Hopkins

(January – February 2022)

Bi-vocational Ministry and Beyond, Lancaster Theological Seminary (Sep – Nov 2021)

Grief Care: Ministry in Times of Death and Loss, Lancaster Theological Seminary (Feb-Apr 2020)

Statement of Faith

1 I believe in the one good, loving, and triune God - God the Creator, Redeemer, and Holy Spirit, which all share
2 in the power, goodness, and eternal love of God. God created the world with the Word and God
3 communicated with us through Jesus, the Word. The Holy Spirit, the living presence of God amongst us,
4 continues to work in the hearts of people, to speak through Scripture, and equip the church. God created us
5 in the image of God. As such, we have an imprint of God in all of us, making us invaluable in the eyes of God.
6 God gave us responsibility to tend to and nurture God's creation.

7
8 We are sinful and continue to sin individually when we do not love our brothers and sisters, and sin
9 corporately as participants and even collaborators in systems that oppress, exploit, and are unjust and unfair.
10 Through the grace and everlasting love of God, we continue to be favored as the bearers of the image of God.
11 I believe Scripture to be the inspired, written Word of God and the authoritative and indispensable rule of
12 faith and life. Scripture teaches us the redeeming and reconciling work of God manifested in the life, ministry,
13 death, and resurrection of Jesus Christ.

14
15 Jesus offers us salvation, with an expanded promise of God's covenant with all creation. Jesus calls on us to
16 live and act in accordance with God's commands. Jesus' death on the cross defeats and transforms human
17 death and reunites us with God. The reconnection with God and the invitation to live in the life of God
18 according to the teachings of Jesus calls all humans into the ministry of reconciliation, justice, and love. Thus
19 the Church is instituted, with Jesus as its head, as the instrument of God in this world. I believe this Church
20 welcomes everyone, just as Christ welcomed everyone, and declares to all the good news of his salvation. The
21 church gathers into membership all that are baptized in the name of the Father, the Son, and Holy Spirit, and
22 that confess Jesus as Lord and Savior. The Church is empowered to proclaim the powerful story of the living
23 God, to worship God, and continually pray and study to better know God.

24
25 God is fully present, and the Holy Spirit moves within us and guides us as the Word is read and proclaimed.
26 God is also present in the Sacraments of Baptism and the Lord's Supper. In the waters of baptism, God claims
27 us as members of Jesus' church and as children of the covenant. In the Lord's Supper, Jesus is present along
28 with the bread and the wine as we celebrate the transforming life and saving death of Jesus the Christ. I
29 believe in the resurrection of the individual and the renewal of all things and I believe that God is sovereign
30 over all that. Jesus' death, resurrection, and God's love assure us of the sure and certain hope of the
31 resurrection to eternal life and that our future rests in God's loving hands. In the meantime, we are
32 to strive to bring that Kingdom of God to this world as we await the return of Jesus Christ and the final
33 reunion with God.

Redstone Presbytery
Presbyterian Church (U.S.A.)

APPENDIX 'E'

Pastoral Call Form

The First Presbyterian Church, Johnstown, belonging to Redstone Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

Rev. Hyiwot Teshome

to undertake the office of

Installed Pastor

of this congregation, beginning December 1, 2022, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses (fill in those which are agreed to):

Effective salary		Reimbursable expenses (by voucher)	
Cash Salary	\$45,000	Automobile expense (.625 per mile)	\$2,000
Fair rental value of manse	\$	Business/professional expenses	\$ _____
Housing Allowance	\$15,000	Utilities Allowance	\$ _____
Continuing Education	\$1,000	Other allowances	
Deferred Compensation	\$ _____		
Other allowances	\$ _____		
Total	\$60,000	Allowances	
		SECA Supplement (up to 50%)	\$4,590
		Moving Costs (up to)	\$ TBD

Full medical, pension, disability, and death benefit coverage under the Board of Pensions (current % rate determined by the Board of Pensions) Will also include dental and vision coverage.

Paid Vacation 4 Weeks

Paid Continuing Education 2 Weeks

The Pastor and the congregation agree to the above terms and to abide by any policies of the Presbytery of Redstone regarding compensation, any form of leave (vacation, study, medical, etc.) and expenses.

Redstone Presbytery
Presbyterian Church (U.S.A.)

APPENDIX 'F'

Pastoral Call Form

The Latrobe United Presbyterian Church belonging to Redstone Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

Rev. Ronald Durika
to undertake the office of
Installed Pastor

of this congregation, beginning January 16, 2023, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses:

Effective salary		Reimbursable expenses (by voucher)	
Cash Salary	\$35,700	Auto expense (\$0.62.5per mile)	\$ Current IRS Rate
Fair rental value of manse	\$ _____	Business/professional expenses	\$ _____
Housing Allowance	\$15,300	Utilities Allowance	\$ _____
Deferred Compensation	\$ _____	Continuing Education	\$ 1000
Other allowances	\$ _____	Other allowances	\$ _____
Total	\$51,000	Allowances	
		SECA Supplement (up to 50%)	\$ 3901.50
		Moving Costs (up to)	\$ _____

Full medical, pension, disability, and death benefit coverage under the Board of Pensions (current % rate determined by the Board of Pensions)

Paid Vacation 5 weeks Paid Continuing
Education 2 weeks

The Pastor and the congregation agree to the above terms and to abide by any policies of the Presbytery of Redstone regarding compensation, any form of leave (vacation, study, medical, etc.) and expenses.

Ordained by Pittsburgh Presbytery on September 25, 1977

Formal Education

Bachelor of Science, Indiana University of PA, 1972

Master of Divinity, Princeton Theological Seminary, June 1977

Doctor of Ministry, Lancaster Theological Seminary, May 2019

Continuing Education

Princeton Institute of Theology, June 2002

Study Trip to Israel, January 1997

The Academy for Church Growth, September 1998 to September 2000

The Annual Stated Clerks' Education Conference – Octobers 1987-1993; 1995-1998; 2000-2006

Bridge Builders Training for Conflict Management, February 2000

Interim Ministry Training, Pittsburgh Theological Seminary, 2016

PCJ training for the OGA, November 2021-January 2022

Work Experience

Pastor, Presbyterian Church of Jamestown, NJ (November 1985 through January 2022)

Stated Clerk, Presbytery of Monmouth (June 1986 to June 2007)

Pastor, First United Presbyterian Church of Boston, PA (October 1977 through October 1985)

Other Services to Church or Denomination

Clerk of the Permanent Judicial Commission of the Presbytery of the Coastlands (June 2021 to Present)

Worship and Bible Study Leader at Monroe Village (January 1995 through January 2022)

Moderator, Presbytery of Monmouth (June 2016 to June 2017)

Vice-Moderator, Presbytery of Monmouth (June 2015 to June 2016)

Moderator of the Permanent Judicial Commission of the Presbytery of Monmouth (January 2013 to June 2015)

Commissioner to the 220th General Assembly, Pittsburgh, PA 2012

Permanent Judicial Commission of the Synod of the Northeast (2004 through 2010)

Director of the Church Clowning Program at Camp Johnsonburg, NJ (summer 1993 through summer 2008)

Ex-officio member of the Committee on Ministry (June 1986 to June 2007)

Secretary of the Presbytery Council (June 1986 to June 2007)

Parliamentary Assistant to the General Assembly (June 1996 through June 2001)

Executive Board Member, the Association of Stated Clerks (June 1994 to June 1998)

Commissioner to the 204th General Assembly, Milwaukee, WI, 1992

- 1 I believe in one God, who is Creator, Redeemer and Sustainer. God is revealed as three distinct, coeternal, coequal
2 divine persons who are of one essence. God is one, but three modes of being. In the language of the Nicene and the
3 Apostles' Creeds, I believe God has been revealed as Father, Son and Holy Spirit. The work of creation, redemption
4 and grace is the single work of the three persons of God so that all things are "from the Father," "through the Son,"
5 and "in the Holy Spirit."
- 6 I believe that God is Creator. I believe God created the world and everything visible and invisible good. All of creation
7 reflects the splendor of God's beauty. God created all of humanity in God's image to live together in community as
8 equals. As confirmed in the 1983 Brief Statement of Faith, in all times of life or death, and in all places every person
9 belongs to God, our Creator. But humanity rebels against God and we continue to ignore God's sovereignty. I believe
10 humanity consistently exploits the image of God in others and exploits the world trusted to our care. Yet God loves all
11 creation unconditionally. I believe God acts with mercy and justice to redeem all of creation by sending a Savior.
- 12 I believe that God is Redeemer. In love, God sent Jesus the Christ into the world, fully human and fully divine to
13 redeem humanity. Through the incarnation, Jesus was Emmanuel, God-with-us. Jesus came into the world to save the
14 world from sin. His earthly ministry was one of compassion. However, as John 1:10 says, "though the world was made
15 through him, the world did not recognize him." Jesus was crucified by those he came to save. But through the
16 crucifixion, Jesus gave his life as full payment for sin. God then raised Jesus from the dead thereby breaking the power
17 of death over life. The tomb was empty. By our faith in Christ, we are freed from sin, justified before God by our faith
18 alone. I believe that nothing can separate us from the Love of God which is ours in Christ Jesus the Lord (Romans
19 8:39).
- 20 I believe that God is Sustainer. The Holy Spirit has come into the world as the renewer and sustainer of life, equipping
21 and calling all persons to the ministries of the Body of Christ, the Church. The Holy Spirit is the mysterious presence of
22 God in our world today, nurturing and sustaining our faith. As J. Moltmann once said: by renewing people and by
23 delivering the body from death, the Holy Spirit glorifies the risen Lord, and through him, the Father. In this broken and
24 sin-filled world, the Spirit gives us courage to work as community to lead others to faith in God's reconciling work in
25 Jesus Christ.
- 26 I believe the Bible is the inspiring word of God. I believe, as 2 Timothy 3:16 says, "All Scripture is God-breathed and is
27 useful for teaching, rebuking, correcting and training in righteousness, so that the people of God may be thoroughly
28 equipped for every good work" (NIV).
- 29 I believe there are 2 sacraments: Baptism and the Eucharist (the Lord's Supper or Communion). Baptism is the
30 sacrament through which a person enters into the life of the Christian faith. Baptism does not magically accomplish
31 anything in itself but is an outward sign of faith and an acknowledgement that the person's sin has already been
32 washed away by the blood of Christ's cross. As Martin Luther said, through baptism we are "delivered from sin, death,
33 and the devil and enter into the kingdom of Christ to live with him forever." The Eucharist or the Lord's Supper is the
34 second sacrament of the reformed Church. It is the sacrament in which bread and wine are consumed as memorials of
35 Christ's body and blood and as symbols for the realization of a spiritual union between Christ and the believer. All are
36 welcomed to God's table. This sacrament of Communion sustains us as we remember God's redemptive love for us in
37 Jesus Christ.
- 38 I believe that the Church is called to be the Body of Christ in the world. Though we are mired in sin, we are forgiven
39 and redeemed, which is God's act of undeserved grace. So, as a community of people, we are called to demonstrate
40 the unconditional love that God has for all of humanity, as we unconditionally love all those around us. We are called
41 to demonstrate unity in the midst of diversity. We are called to show Christ-centered living. I believe that members of
42 the Body of Christ are commissioned to proclaim Jesus as Lord and Savior through our words and deeds to a weary and
43 broken world (Matthew 28:16f.). I also believe that our great commission is our great omission. Today, there is a
44 need, a hunger, for people in our postmodern culture to believe in something greater than themselves. The love of
45 God in Jesus Christ is the message our culture needs to hear. Yet, the greatest challenge the Church has today is
46 convincing people, in our postmodern culture, that God is real, and Jesus is Lord, since the culture rejects theism
47 overtly or affirms agnosticism. The Church needs to intentionally rise to this challenge, learning how to market our
48 message to our culture that is not predisposed to accept it.

OVERALL

When we consider a projected budget, we are looking to who God might desire us to be and what God might ask us to do within the next year. Whether income or expenditures, we are making a faithful effort to anticipate what this Godly vision will look like and to estimate accordingly. In the course of the year, sometimes those estimates need to be adjusted as we pursue that vision based upon actual opportunities matched with available resources. Yet, as this budget reflects our commitment to live as God's people together in both congregations and as a communion of churches in the Body of Christ as we anticipate it now.

As a Finance and Budget committee, we take our stewardship of God-given presbytery resources seriously. Based upon the contributions of churches in Redstone and individuals, we seek to pursue God's faithfulness both in the vision and effective means in its accomplishment. Each year, we review our recent trends and historical analysis of the budgeted and actual revenues, expenditure allocations, and annual fund uses of reserves. Additionally, we monitor the historical growth or decline of the balance sheet with net assets, days of cash on hand, liquidity of unrestricted net assets at the beginning of each budget year in order to anticipate and provide for the long-term stability of our shared ministry and mission.

Because of our desire to fulfill what God desires to do through us **together**, this budget reflects an opportunity for each of us **to invest in the ministry and mission that we share together as a presbytery**. Our covenantal partnership in service of the Lord's kingdom is represented in the sharing of our time, our talents, and our resources. God's gracious provision through the generous investment of **both congregations and individuals** permit this shared ministry to move forward for the honor and glory of Jesus Christ among us. Trusting in God, we believe that the Lord has provided in the past and we look toward God's gracious provision in the future through the generosity of God's people.

INCOME

Since 2013, the Presbytery has "lived within its means" by significantly cutting expenses and at the same time maintaining optimal cash flow management in order to maximize revenue. As a steward of our resources, we remain committed to this approach. Yet, church contributions in the form of "First Fruits" pledges have continued to decline. Although we do not use a per capita assessment, we know that a "fair" share from each congregation would represent at least 43.00/member based upon their active membership rolls. We remain diligent in communicating not only the need, but the opportunity for congregations to share in this ministry. Yet, ultimately, the value placed upon this shared ministry is reflected in actual contributions. If we cannot increase overall commitments additional changes in expenditures may need to be made, including further staff reductions, programmatic decreases or building expenses or a significant increase in drawing upon existing long-term assets.

Our ministry resources have been artificially supported for the last few years through supplemental income generated by the Executive Presbytery either through pastoral congregational service, external consulting or one-time grant solicitation. These fees for service

INCOME/ RECEIPTS	PROPOSED 2023 Budget
Shared Ministry/Mission	
Church contributions	
Shared	\$325,000.00
Directed	\$50,000.00
Other gifts and contributions	
Interest	\$5,000.00
Investments (reserves)	\$51,000.00
Miscellaneous	\$7,000.00
TOTAL REVENUE	\$438,000.00
EXPENSES	
Shared Ministry	
Council	
Council expense	\$1,000.00
Communications	\$300.00
Presbytery meetings	\$750.00
Website	\$200.00
PCUSA meetings	\$3,000.00
Equipping Leadership	\$4,000.00
Engaging Congregations	\$4,000.00
Enabling Ministry Networks	\$4,000.00
New Ministries	
Committee On Ministry	
Committee Expense	\$500.00
Committee on Preparation	
Committee Expense	\$3,000.00

Committee-Nominating	
	\$0.00
Committee on Representation	
	\$0.00
Executive Presbyter	
EP	
Salary	
Deferred comp.-403B	\$86,380.27
EP Pension	
EP Study Leave	\$33,688.31
EP Professional Services	\$1,500.00
EP	\$1,800.00
Travel	\$4,750.00
Christian Education/Resources	
Christian Education Triennium Resource Center	
Shared	\$0.00
Directed	\$0.00
	\$500.00
Denominational/Ecumenical Ministry	
Christian Associates Synod of Trinity(per capita) General Assembly(per capita)	
	\$1,500.00
	\$21,278.00
TOTAL SHARED MINISTRY	\$87,330.00
 Shared Mission	 \$259,476.58
Sudan Partnership	
Shared	\$16,000.00
Directed	\$0.00
	\$16,000.00
Pine Springs Camp	
Shared	\$38,000.00
Directed	\$33,000.00
	\$5,000.00
Synod Mission	
Shared	\$3,000.00
Directed	\$3,000.00

	\$0.00
Presbyterian Mission Agency	\$1,000.00
Shared	
Directed	\$28,000.00
	\$18,000.00
Presbyterian Disaster Assistance	\$10,000.00
Shared	
Directed	\$3,000.00
TOTAL SHARED MISSION	\$0.00
	\$3,000.00
Operations	\$88,000.00
Supplies	
Postage	
Telephone	\$5,500.00
Utilities & Maintenance	\$1,000.00
Property Insurance	\$3,600.00
Worker's Compensation	\$9,100.00
Legal and Auditing	\$3,600.00
Leases	\$821.00
Miscellaneous	\$6,500.00
	\$2,200.00
	\$0.00
Stated Clerk Salary/Associate	
Recording Clerk	\$1,500.00
	\$1,500.00
AA	
Salary	
AA Medical/Pension	
FICA paid-Presbytery	\$35,554.79
	\$11,686.00
TOTAL OPERATIONS	\$8,000.00
TOTAL EXPENSES	\$90,561.79
	\$438,038.37

**WORSHIP AND THE CHURCH'S MINISTRY WITHIN THE COMMUNITY OF FAITH
W-5.0204 PASTORAL CARE (TWE-05 7)**

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the third paragraph of W-5.0204 in the Directory of Worship be amended as follows?
(Deleted text is in strikethrough; added text is in italics.)

“W-5.0204 Pastoral Care ...

“... All members are called to take part in the ministry of pastoral care, visiting the sick, supporting the weak, and comforting those who mourn. Ruling elders, deacons, and ministers of the Word and Sacrament have particular responsibility for the exercise of pastoral care within the community of faith. Those with special gifts and appropriate training may be called to the *particular specialized pastoral care* ministries of pastoral counseling, or chaplaincy. In certain circumstances, persons may need to be referred to other qualified and credentialed professionals to receive appropriate counseling and care.”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship—From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355–58 of the print copy, pp. 1198–1205 of the electronic copy).

This amendment includes spiritual direction among the examples of specialized ministries of pastoral care while seeking to avoid the appearance of an exhaustive list.

Advice—From the Advisory Committee on the Constitution (ACC)

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) that Recommendation 7 of Item TWE-05 presents issues that the assembly should consider. This recommendation would add “spiritual direction” to the already named ministries of pastoral care. It has added “particular specialized” and “such as” so that the list created by the addition of “spiritual direction” would not be presumed to be exhaustive. However, the addition of more language is counter to recent constitutional changes that give various councils parameters and responsibility to define their own practices. Decisions about appropriate validated ministries are properly left to the individual presbyteries. In addition, the creation of a list invites more items to be added to it. The ACC finds that if the assembly believes it is appropriate to expand the understanding of pastoral care ministries, it can be better accomplished, while addressing the issues presented above, by striking “the ministries of pastoral counseling or chaplaincy” in W-5.0204 and inserting “particular specialized pastoral care ministries” so that it would read “Those with special gifts and appropriate training may be called to the ministries of pastoral counseling or chaplaincy [*particular specialized pastoral care ministries*].”

The Assembly Committee on Theology, Worship, and Education amended and approved Item TWE-05 7, 32/0. The 225th General Assembly (2022) approved Item TWE-05 7, 395/4.

For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

**WORSHIP AND THE CHURCH'S MINISTRY WITHIN THE COMMUNITY OF FAITH
W-5.0204 PASTORAL CARE (TWE-05 8)**

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the fourth paragraph of W-5.0204 in the Directory of Worship be amended as follows?
(Deleted text is in strikethrough; added text is in *italics*.)

“W-5.0204 Pastoral Care...

“Services of wholeness and healing are one way of enacting the church’s ministry of pastoral care. The central element in these services is prayer, calling upon God’s saving grace or giving thanks for healing received, *in life and in death, in body, mind, or spirit*. A service of wholeness includes the proclamation of the Word, focusing on the promise of *peace and* abundant life in Christ. Prayer may be enacted through the laying on of hands and anointing with oil, provided that these actions are carefully introduced and interpreted: healing always *in its many forms* comes as a gift from God, not as a product *an accomplishment* of human prayer. The Lord’s Supper is a fitting way to seal the promise of wholeness proclaimed in the Word. Services of wholeness are to be authorized by the session and are under the direction of the minister of Word and Sacrament, but may involve leadership from ruling elders, deacons, and others with gifts for prayer. They may take place on a regular basis, as an occasional event, or as a part of the Service for the Lord’s Day.”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship – From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355–58 of the print copy, pp. 1198–1205 of the electronic copy).

This amendment offers theological and pastoral perspective on the nature of healing and wholeness: that healing happens in a variety of ways and wholeness is not necessarily synonymous with physical recovery.

Advice – From the Advisory Committee on the Constitution (ACC)

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) to approve Recommendation 8 of Item TWE-05. This recommendation would amend the paragraph describing services of wholeness and healing. The ACC finds that the first proposed amendment, the insertion of the words “in life and in death, in body, mind, or spirit;” the deletion of “abundant” and insertion of “ultimate well-being through” are unnecessary stylistic changes that do not present issues of polity. The ACC finds that a) deletion of the word “always” and insertion of “in its many forms” and b) deletion of “a product” and insertion of “not an accomplishment of human prayer” are helpful clarifications.

The Assembly Committee on Theology, Worship, and Education approved Item TWE-05 8, 31/0. The 225th General Assembly (2022) approved Item TWE-05 8, 395/4. For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

22-V – W-3.0414

SACRAMENT

W-3.0414 COMMUNION (TWE-05 4)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall the second paragraph of W-3.0414 in the Directory of Worship be amended as follows?
(Deleted text is in strikethrough; added text is in *italics*.)

“W-3.0414 Communion ...

“... When all have received the bread and cup, the remaining elements are placed on the table. The minister of Word and Sacrament then leads the people in prayer. *A prayer follows, thanking God for the gift of the Sacrament and asking for grace to live and serve faithfully until the coming of Christ’s realm in fullness.*”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship – From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355–58 of the print copy, pp. 1198–1205 of the electronic copy).

This amendment provides for more flexibility in the prayer after communion, including the use of a unison congregational prayer.

Advice – From the Advisory Committee on the Constitution (ACC)

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) to approve Recommendation 4 of Item TWE-05. Recommendation 4 in this overture would eliminate the requirement that the prayer after communion be led only by a minister of the Word and Sacrament or ruling elder authorized by the presbytery to administer communion. The ACC finds that the language of W-3.0414 is unnecessarily restrictive and amendment is advisable.

The Assembly Committee on Theology, Worship, and Education approved Item TWE-05 4, 31/0.

The 225th General Assembly (2022) then approved Item TWE-05 4, 395/4.

For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

22-W – W-4.0403

ORDINATION, INSTALLATION, AND COMMISSIONING

W-4.0403 ORDER OF WORSHIP (TWE-06)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-4.0403 in the Directory of Worship be amended as follows?

(Added text is in *italics*.)

“W-4.0403 Order of Worship

“A service of ordination, installation, or commissioning focuses on Christ and the joy and responsibility of serving him through the mission and ministry of the church. Following the sermon, the moderator (or designee) of the appropriate council briefly states the nature of the ministry to which persons are being ordained, installed, or commissioned. Those who are being ordained, installed, or commissioned gather at the baptismal font. The moderator (or designee) of asks them the constitutional questions (see W-4.0404). A ruling elder asks the corresponding questions of the congregation. When all questions have been answered in the affirmative, those to be ordained will kneel, if able, for the laying on of hands and the prayer of ordination. (The presbytery commission lays on hands at the ordination of minister of the Word and Sacrament; its moderator may invite other ministers of the Word and Sacrament and ruling elders to participate. Members of the session lay on hands at the ordination of ruling elders and deacons; the session may invite other ruling elders and ministers of the Word and Sacrament to participate. Because ordination only takes place once for each office, the laying on of hands is not repeated.) Those previously ordained will stand, if able, along with the congregation, for the prayer of installation. *Signs and symbols of blessing may be conferred on the newly installed or commissioned person.* After this, the moderator makes the declaration of ordination, installation, or commissioning. Members of the session or presbytery welcome the newly ordained, installed, or commissioned person(s). In the case of the installation of a minister of the Word and Sacrament, persons may be invited to charge the minister of the Word and Sacrament and congregation to faithfulness in ministry and mutuality in relationship. When a minister of the Word and Sacrament is ordained or installed, it is appropriate for that person to preside at the Lord’s Supper in the same service; she or he may also give the blessing at the conclusion of the service. When ruling elders or deacons are ordained or installed, it is appropriate for one or more of them to give the charge to the congregation at the conclusion of the service.”

Background and Rationale

[Editor’s note: The TWE Committee amended the overture following the advice of the Advisory Committee on the Constitution and the Presbyterian Mission Agency. This edited background and rationale is for the original overture’s proposed amendment. For the full rationale and original overture, see the PC-Biz link below.

The laying on of hands is not a sacrament but an act of diverse meanings as witnessed in scripture and the Reformed tradition. It is affirmed by the *Book of Order* and Directory for Worship as an act that is appropriate to various situations in the worship of life of Presbyterians, an act that conveys the “gracious action of God and communicate[s] our grateful response” (W-1.0303, see also W-2.0202, W-3.0407, W-4.0401–.0403, W-5.0204).

The Confession of 1967 includes these words in 9.39–9.40: “... In recognition of special gifts of the Spirit and for the ordering of its life as a community, the church calls, trains, and authorizes certain members for leadership and oversight. The persons qualified for these duties in accordance with the polity of the church are set apart by ordination or other appropriate act and thus made responsible for their special ministries. The church thus orders its life as an institution with a constitution, government, officers, finances, and administrative rules. These are instruments of mission, not ends in themselves. ...”

Ordination is an act of the institution, one of the ways we order our life for mission. Candidates are ordained to a particular service, a call, emphasizing the pragmatic, functional nature of ordained ministry. As the *Book of Order* says, “In baptism, each Christian is called to ministry in Christ’s name. God calls some persons from the midst of congregations to *fulfill particular functions*, so that the ministry of the whole people of God may flourish. ...” (W-4.0401, emphasis added). And, “... The gifts of the Spirit are for building up the Church. Every action in worship is to glorify God and contribute to the good of the people. Worshipers and worship leaders must avoid actions that only call attention to themselves and fail to serve the needs of the whole congregation. ...” (W-2.0202) The proposed change to the Directory of Worship is from restrictive language to permissive language: the laying on of hands would not be required at installations as there may be occasions when, because of ecumenical considerations or a candidate’s preferences regarding physical contact, it would not be appropriate or edifying. In such a change we reaffirm Calvin’s own guide for worship practices: “But love will best judge what may hurt or edify; and if we let love be our guide, all will be safe” (*Institutes*, IV.x.30).

Advice – From the Advisory Committee on the Constitution (ACC)

This advice applies to the original overture.

Should the 225th General Assembly (2022) desire to authorize some act of the congregation to signify its blessing upon the newly installed or commissioned person, the Advisory Committee on the Constitution advises that W-4.0403 be amended as follows (suggestions appear in strikethrough and *italics*): “... [Because ordination only takes place once for each office, the laying on of hands is not repeated.] The moderator may invite the commission and all members of the congregation to participate in the laying on of hands for commissioning and blessing the newly installed minister of Word and Sacrament, ruling elders, or deacons. Those previously ordained will stand, if able, along with the congregation, for the prayer of installation. [*Signs and symbols of blessing may be conferred on the newly installed or commissioned person.*] After this, the moderator makes the declaration of ordination, installation, or commissioning. Members of the session or presbytery welcome the newly ordained, installed, or commissioned person(s).” (The remainder of the paragraph remains unchanged.)

The Assembly Committee on Theology, Worship, and Education amended and approved Item TWE-06, 27/3. The 225th General Assembly (2022) approved Item TWE-06, 371/23.

For the full report on TWE-06, go to <https://www.pc-biz.org/#/committee/3000081/business>.

22-X — W-5.0104

WORSHIP AND PERSONAL LIFE

W-5.0104 HOUSEHOLD WORSHIP (TWE-05 5)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-5.0104 in the Directory of Worship be amended as follows?

(Added text is in *italics*.)

“W-5.0104 Household Worship

“We respond to God’s grace in the context of personal relationships, particularly when Christians who live together worship together. *Household worship is a central and important practice within the Reformed tradition, an important means of faith formation.* Opportunities for household or family worship include: sabbath-keeping and rhythms of daily prayer; Bible reading, study, or memorization; prayers before meals; singing hymns, psalms, and spiritual songs; and expressions of giving, sharing, and service to others. Congregations are encouraged to nurture and equip households and families for these practices.”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship – From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355-58 of the print copy, pp. 1198-1205 of the electronic copy).

This amendment asserts the importance of household worship in faith formation.

Advice – From the Advisory Committee on the Constitution (ACC)

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) that this item does not present issues of polity. Recommendation 5 of Item TWE-05 would add a sentence emphasizing the role of household worship. If the 225th General Assembly (2022) believes that the intent of Item TWE-05 Recommendation 5 is appropriate, the ACC advises that the proposed language is clear and consistent with that intent.

The Assembly Committee on Theology, Worship, and Education approved Item TWE-05 5, 31/0.

The 225th General Assembly (2022) approved Item TWE-05 5, 395/4.

For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

22-Y – W-5.0104

WORSHIP AND PERSONAL LIFE

W-5.0104 HOUSEHOLD WORSHIP (TWE-05 6)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-5.0104 in the Directory of Worship be amended to add a third paragraph as follows?

(Added text is in *italics*.)

“W-5.0104 Household Worship ...

“... Prayers of thanks and blessing, and lament at the household table draw upon ancient Jewish practice and the examples of Jesus, his disciples, and the early Christian community. Mealtimes provide opportunities to give thanks to God’s works of creation and redemption by which we are sustained for Christ’s service. We respond with heartfelt thanks and praise in the sharing of our daily bread.”

Background and Rationale

The recommendations in TWE-05 are in response to the following referral: 2018 Referral: Item 14-02. On Amending Portions of the Directory for Worship. Recommendation 1.-10. The Assembly Referred Recommendations 1.-10. To the Presbyterian Mission Agency, Office of Theology and Worship—From the Presbytery of Santa Fe (*Minutes*, 2018, Part I, pp. 14, 17, 355–58 of the print copy, pp. 1198–1205 of the electronic copy).

This amendment stresses the significance of mealtimes prayers in household worship.

Advice – From the Advisory Committee on the Constitution (ACC)

The Advisory Committee on the Constitution advises the 225th General Assembly (2022) that this item does not present issues of polity. Recommendation 6 in TWE-05 would add a paragraph emphasizing the role of mealtimes prayers to the section on household worship. If the 225th General Assembly (2022) finds Recommendation 6 is appropriate, the ACC advises that the proposed language is clear and consistent with that intent.

The Assembly Committee on Theology, Worship, and Education approved Item TWE-05 6, 30/1.

The 225th General Assembly (2022) approved Item TWE-05 6, 395/4.

For the full report on TWE-05, go to <https://www.pc-biz.org/#/committee/3000081/business>.

22-Z – W-5.0201

WORSHIP AND THE CHURCH'S MINISTRY WITHIN THE COMMUNITY OF FAITH

W-5.0201 THE CHURCH'S MINISTRY WITHIN THE COMMUNITY OF FAITH

(TWE-05 9, 1 & 2)

The 225th General Assembly (2022) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

1. Shall W-5.0201 in the Directory of Worship be amended as follows? (Added text is in *italics*.)

“W-5.0201 The Church’s Ministry within the Community of Faith

“God calls the Church in the name of Jesus Christ to mutual love, *discipleship*, and service. Jesus’ ministry and the church’s worship are deeply connected; indeed, worship is ministry. The church’s ministry springs from its worship, where God builds up the body of Christ through the gifts of the Holy Spirit. The church’s ministry flows back into worship as we bring to God the celebrations and concerns of the community of faith.

“Within the church, we seek to love and serve one another through the rhythm of daily prayer, the ministries of Christian education and pastoral care, the activities of councils of the church, and other gatherings of believers. The church’s ministries are shaped and nourished by the Word and Sacraments, and are to be carried out in the spirit of *faithful discipleship and constant prayer* (F-1.0301; F-1.0302a; F-1.0303; F-1.0403).”

2. Shall W-5.0301 in the Directory of Worship be amended as follows? (Added text is in *italics*.)

“W-5.0301 The Church’s Mission in the World

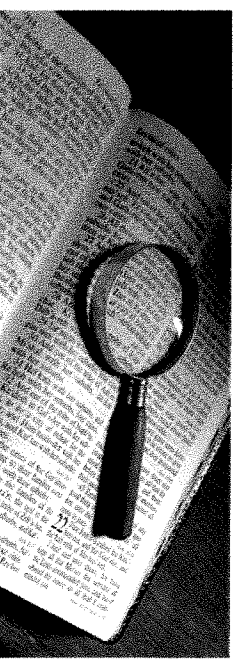
“God sends the Church in the power of the Holy Spirit to join the mission of Jesus Christ in service to the world. Jesus’ mission and the church’s worship are deeply connected; indeed, worship is mission. The church’s mission springs from its worship, where we glimpse the reality and the promise of God’s eternal realm. The church’s mission flows back into worship as we bring to God the joy and suffering of the world.

“Through its mission in the world, the church seeks to bear witness to God’s reign through the proclamation of the gospel, acts of compassion, work for justice and peace, and the care of creation. The church’s mission is shaped and nourished by the Word and Sacraments, and represents the living out of our prayer for the world (F-1.01; F-1.0303; F-1.0304).”

BOOK OF ORDER - AMENDMENTS 2022
Schedule of Overtures for Consideration

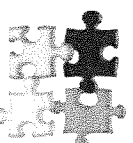
Proposed Amendment	Rec. Comm.	Presby Mtg
22-AA Pastoral Care (TWE-05 7)	Council/Worship	November
22-BB Pastoral Care (TWE-05 8)	Council/Worship	November
22-V Communion (TWE-05 4)	Council/Worship	November
22-W Order of Worship (TWE-06)	Council/Worship	November
22-X Household Worship (TWE-05 5)	Council/Worship	November
22-Y Household Worship (TWE-05 6)	Council/Worship	November
22-Z Church's Ministry (TWE-05 9, 1&2)	Council/Worship	November
22-E Categories of Membership (POL-07)	COM	January
22-F Transfer of Min. of Other Denom. (POL-15)	COM	January
22-G Purpose of Inquiry (HSB-05 2)	COM	January
22-H Oversight (HSB-05 1)	CPM	January
22-I Terms of Call (HSB-06)	COM	January
22-J Functions (MC-08)	COM	January
22-K Training, Exam., Comm. (HSB-05 3)	CPM	January
22-L Christian Educators (HSB-05 4)	CPM	January
22-M Officers (MC-05)	COM	January
22-Q Relations with Session (MC-03)	COM	January
22-R Composition & Responsib. (MC-06)	Nominating	January
22-C Meetings (ROD-06 2)	PJC	March
22-CC When Jurisdiction Ends (ROD-05)	PJC	March
22-D Bus. Proper to Cong. Mtgs. (ROD-06 1)	PJC	March
22-DD If Charges are to be Filed (ROD-04)	PJC	March
22-EE Petition for Review (ROD-04 1)	PJC	March
22-FF Amending 'Accused' in ROD (ROD-04 2)	PJC	March
22-GG Replace Current ROD (ROD 3)	PJC	March
22-N Meetings (ROD-06 3)	PJC	March
22-S Trust & Confidentiality (ROD-07)	PJC	March
22-A Catholcity of Church (POL-16 1a)	Council/Worship	May
22-B Openness (POL-16 1 b)	Council/Worship	May
22-O Administration of Mission (HSB-05 9)	Council	May
22-P Administration of Mission (POL-10)	Council	May
22-T Confession & Forgiveness (TWE-05 1)	Council/Worship	May
22-U Theo. Of Lord's Supper (TWE-05 2)	Council/Worship	May

Training for Ruling Elders in Particular Pastoral Service

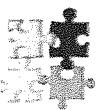


Offered by the Presbyteries of

Redstone
Pittsburgh
Upper Ohio Valley
Washington
Beaver Butler
Shenango



working together as the
Inter-Presbytery Leadership Formation
Team (IPLF).



F2022

Ruling Elders in Particular Pastoral Service *(as lay preachers/pastors or Commissioned Pastors)*

The Presbytery is responsible for providing worship, preaching, the celebration of the sacraments, pastoral care and leadership for its churches. To provide proper training for authorized persons to preach and lead worship and offer other pastoral functions for churches, the Initially begun by the Presbyteries of Redstone, Washington, and Upper Ohio Valley, we have been joined by Pittsburgh, Beaver-Butler and Shenango Presbyteries.

The purpose of this program is to train ruling elders in church leadership, including Biblical and Theological studies, preaching, worship and sacraments and various areas of practical theology. Smaller churches in the presbyteries are looking for part-time commissioned pastors (CPs) to lead them. Some prefer having several preachers fill their pulpit on a rotating basis. They rely on lay preachers to do that. Churches of all sizes have a need to fill the pulpit for a week here and there. Again, this is a chance for a lay preacher to minister to a congregation. Larger churches may feel a need for someone to take on a particular ministry such as visiting the shut-ins. There is a need for people to pastor to the elderly in various care settings. There are increasing opportunities for Commissioned Pastors (CPs) or lay pastors to have a place in ministry.

Do you feel that God is calling you to a type of ministry serving churches week by week or as a commission? Do you feel this could be a vocation where you belong?

How the Program Works

There are three components to this 4 semester program.

Courses (all 4 required)

These classes have face-to-face meetings at least three times during the 15 week term. There will be online assignments also. They will be common to the whole cohort.

- | | |
|--------------------------------------|--------|
| 1. Biblical Literacy – New Testament | Term 1 |
| 2. Biblical Literacy – Old Testament | Term 2 |
| 3. Reformed Theology | Term 3 |
| 4. Reformed Worship/Sacraments | Term 4 |

Workshops (participate in 6; 4 are required)

The workshops will be led at each presbytery on a rotating basis. The format will be a 3-4 hour session on one day. You may attend the workshop in any presbytery to find a date that best suits your schedule. These may be taken simultaneously with the Courses.

Required

Ethics/Boundaries	Advanced Reformed Theology
Pastoral Care	Advanced Scriptures
Polity	Church Leadership
Proclaiming the Word	Evangalism
	Spiritual Formation

Elective Examples

Field Education/Practicum

(participate in each after completing the prerequisite)

Each Field Education/Practicum will be under the direction of an experienced supervisor.

<u>Requirement</u>	<u>Prerequisite Workshop</u>
➤ Church Administration	Polity
➤ Pastoral Care	Pastoral Care
➤ Preaching	Proclaiming the Word
➤ Worship/Sacraments	Polity and Proclaiming the Word

Cost

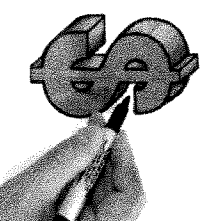
Program is subsidized by the participating Presbyteries.

The cost to the participant is

\$250 per term for tuition.

That is a total cost of \$1000
for the coursework.

All checks should be made payable to
"Redstone".





The Synod of the Trinity
provided grant money
to underwrite the cost of
the establishment this program.

How to Apply

- Remove the Application/Endorsement form from the center of this booklet.
- Complete the application sections (*Part 1 and Part 2*).
- Meet with your Session for their endorsement and signature.
- Contact your presbytery to meet with the appropriate committee for their endorsement and signature.
- Once completed, return Application and Endorsements to the

IPLF Registrar
Presbytery of Redstone
1004 Mt. Pleasant Road
Greensburg, PA 15601
executive@redstonepresbytery.org

PRESBYTERY COMMITTEE ENDORSEMENT
*Ruling Elders in Particular Pastoral Service Program
Presbyteries of Beaver-Butler, Pittsburgh, Redstone, Shenango,
Upper Ohio Valley, & Washington*

Our presbytery committee has met with

We affirm this person's sense of call and
endorse his/her application to begin the program.

Committee of Presbytery

Signature of Chair of Committee

Date

SESSION ENDORSEMENT

Please consider how your Session might support this person – prayer, mentor, financial support, other ways.

Name of applicant _____

Church Name _____

1. How long has this person been a member of your congregation, and in what ways has he/she contributed to the ministry/mission of your congregation?

2. What gifts do you believe this person possesses to become a Commissioned Pastor?

3. Are there any barriers that will keep this person from being able to fulfill this special calling?

4. Is there any additional information about this person that would be helpful for us to know?

5. Is your Session able to support this person in one of the ways mentioned in the box above?

Moderator or Clerk of Session _____ Date _____

APPLICATION FORM – Part 1

*Ruling Elders in Particular Pastoral Service Program
Presbyteries of Beaver-Butler, Pittsburgh, Redstone, Shenango,
Upper Ohio Valley, & Washington*

Name _____ Date _____

Address _____

Phone #: (Home) _____ (Cell) _____

E-mail _____

Education _____

Home Church _____

How long have you been a member of this church? _____

Offices held in Church or Presbytery _____

Will employment hinder your education? (yes/no) _____

If yes, explain. _____

Other Activities you are involved in that may help or hinder your education: _____

APPLICATION FORM – Part 2

Please write a short response to the following questions.

1. Briefly describe your Christian faith and faith journey.
2. What gifts do you possess that will help you to do this work?
3. Do you feel there are any barriers to your involvement in the program?
4. Anything else that will help the committee to know you and your motivations?

If accepted into this program, I commit myself to participate fully in all scheduled activities and assignments, including the supervision by my presbytery's oversight committee. I understand that completion of this program is mandatory before I can be considered for contracting as a Commissioned Pastor. I also understand that the completion of the program does not guarantee commissioning.

Signature of applicant

Date